

IT'S TIME. GET YOUR BUSINESS READY FOR DC PAID FAMILY LEAVE.

Starting July 1, 2019, the District will collect taxes from all private sector employers in the District to fund the Paid Family Leave (PFL) benefit. Employers must begin recording wages for workers on **April 1, 2019**. The first PFL quarterly tax will cover wages paid to workers in April, May, and June 2019.

Important Dates:

- **April 1, 2019:** Employers begin recording worker wages
- **May 2019:** Record worker wages
- **June 2019:** Record worker wages
- **July 1, 2019:** Employers file wage reports & Q2 PFL tax collection begins
- **July 31, 2019:** Q2 PFL tax deadline

Update/Create Account:

If you have an existing account through the Employer Self-Service Portal (ESSP) for Unemployment Insurance, you will not need to create a new account for PFL. We encourage you to update your account information. If you are a new business, you will need to create an ESSP account.

Employer Contribution Formula:

Gross Wages x .62% Tax Rate = PFL Tax

Your Contribution:

Private sector employers in the District will pay a .62% tax beginning July 1, 2019, to fund the benefit. The PFL tax is 100% employer-funded and may not be deducted from a worker's paycheck.

Benefit Details:

Beginning July 1, 2020, private sector workers in the District will have access to:

- **8 weeks** parental leave
- **6 weeks** family leave
- **2 weeks** medical leave

The maximum weekly benefit amount is \$1,000.

Visit dcpaidfamilyleave.dc.gov for implementation updates and more information about employer requirements.